

<sup>1</sup> The Notice process refers to the time period during which putative members of the FLSA collective receive the Court authorized Notice form and have the ability to return a Consent form so that they can join the FLSA collective.

interviews, so that the protective standards set forth in *Gulf Oil Co. v. Bernard*, 452 U.S. 89 (1981) are followed.

**Defendant's Statement:** Defendant does not waive any right with respect to conducting *ex parte* interviews of Investigators who are currently employed by Defendant and who do not opt-in to the collective action. Defendant will comply with the protective standards set forth in *Gulf Oil Co. v. Bernard*, 452 U.S. 89 (1981) and *Lloyd v. Covanta Plymouth Renewable Energy, LLC*, 532 F. Supp. 3d 259 (E.D. Pa. 2021). At present, Defendant does not object to the approach outlined by Plaintiff above, but reserves the right to seek the Court's permission to conduct *ex parte* interviews during the Notice process as discovery progresses.

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